

Interim University Policy 1003: Strategic Reinvestment Plan

Category: Governance & Administration

Subcategory: N/A

Covered Individuals: Employees

Responsible Executive: President

Policy Custodian: Office of the Provost and Executive Vice President, Provost

Last Revised: 2026/04/21

Previous USU Policy Number: N/A

1003.1 PURPOSE AND SCOPE

Utah Code section 53H-8-210 (“HB 265” or the “Strategic Reinvestment Act”) requires Utah State University to create and execute a strategic reinvestment plan. The strategic reinvestment plan identifies areas for reduction or elimination and reallocates resources to priority areas.

This Policy applies to all University units and employees.

1003.2 POLICY

2.1 Strategic Reinvestment Plan Development and Approval

Utah State University has developed a strategic reinvestment plan informed by relevant data and aligned with institutional mission and statewide needs. The plan prioritizes the following factors:

- Enrollment and completion outcomes
- Student success and workforce alignment
- Program cost and operational efficiency
- Institutional mission and role within the statewide system

The University is in the implementation phase of the strategic reinvestment plan. Implementation includes organizational adjustments, program changes, and resource reallocation.

The University will continue to review and may adjust the strategic reinvestment plan according to applicable institutional and state priorities.

The University will not supplant or supplement the cost of an item reduced or eliminated under the strategic reinvestment plan by raising tuition, using state funds, or through any other funding mechanism.

2.2 Authority and Implementation

The President is responsible for implementing the strategic reinvestment plan and managing necessary adjustments. The President has authority to:

- create, modify, consolidate, or eliminate academic or administrative units;
- reduce or eliminate positions and make other personnel decisions;
- reallocate resources to priority areas; and

- establish timelines and processes for implementation.

Implementation includes the actions already identified and shared in the strategic reinvestment plan. It also includes any additional operational steps taken to execute the strategic reinvestment plan.

Final decisions related to the Plan and its implementation belong to the President. However, the University will communicate appropriately with:

- faculty and staff governance groups;
- university leadership; and
- impacted employees and units.

University leaders will carry out approved changes under the President's direction.

2.3 Student Continuity

The University will take reasonable steps to support students impacted by program or unit changes, including:

- providing timely and clear communication; and
- supporting degree completion through reasonable pathways or alternatives.

2.4 Personnel

Personnel actions taken as part of the strategic reinvestment plan's implementation, and done under this Policy, may include, among other actions, reassignment, restructuring, and position elimination.

All personnel actions will:

- follow applicable state and federal laws;
- be reviewed in coordination with Human Resources; and
- include reasonable notice and access to available resources.

The University will provide notice to affected employees. Employees will be given an opportunity to share relevant information with the President before a final decision is made.

Position eliminations under this Policy do not constitute termination for cause. For personnel actions taken in furtherance of the strategic reinvestment plan, this Policy supersedes all other University policies that may otherwise apply to personnel actions.

2.5 Reinvestment

The University will reallocate resources to support the strategic reinvestment plan and comply with applicable laws.

2.6 Relation to Other Policies

This Policy governs actions taken under the strategic reinvestment plan. The President may adopt additional policies or procedures to create operational efficiencies and meet the timeframes set forth in the strategic reinvestment plan.

The University remains committed to shared governance and will apply shared governance principles in a manner consistent with the requirements and timelines of state law.

All actions under this Policy must follow applicable laws and University policies on nondiscrimination and accommodation.

2.7 Term

This interim Policy will expire on December 31, 2028, unless the President modifies or rescinds it earlier.

1003.3 REFERENCES

- Utah Code 53H-8-210, Higher Education Strategic Reinvestment
- Utah Code 53H-3-303, Duties and Responsibilities of the President of an Institution of Higher Education

RESOURCES

Contacts

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POLICY HISTORY

Original issue date: 2026/04/21

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Next scheduled review date: 2028/12/31

Previous revision dates: N/A